MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2022/2023 (TERM ID 2215)

BMH2034 – MANAGING HUMAN RESOURCES

(All Sections/Groups)

22 FEBRUARY 2023
2.30 pm – 4.30 pm
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This Question paper consists of **TWO (2)** pages with **FOUR (4)** questions only.
2. Answer **ALL** questions, and all questions carry equal marks and the distribution of the marks for each question is given.
3. Write all your answers in the Answer Booklet provided.

QUESTION 1

a) The basic thrust in pay plans today is to produce an aligned reward strategy to create compensation plans that guide employee behaviors in the desired, strategic direction. Distinguishing between high and low performers is a policy issue, as is seniority-based pay. Briefly explain **FOUR (4)** components of equity to consider. (16 marks)

b) There are several job evaluation methods. Briefly discuss and illustrate **THREE (3)** methods of job evaluation. (9 marks)

(Total: 25 marks)

QUESTION 2

a) Several motivation theories have particular relevance to designing incentive plans. Briefly explain Herzberg's Two-Factory theory. (10 marks)

b) Firms increasingly rely on teams to manage their work. They therefore need incentive plans that encourage teamwork and focus teams on performance. Discuss **THREE (3)** approaches to design team incentives. (15 marks)

(Total: 25 marks)

QUESTION 3

a) Employers must plan for how to finance benefits, cost-containment procedures, and how to communicate benefits options to employees. Briefly explain **FOUR (4)** types of employee benefit plans. (16 marks)

b) Flexible benefits programs remain popular and continue to grow. Discuss **THREE (3)** flexible work arrangements. (9 marks)

(Total: 25 marks)

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QUESTION 4

Employers rely on international human resource management (IHRM) to deal with global HR challenges. Briefly discuss **FIVE (5)** factors important in international assignee success.

(25 marks)

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